



The Changing Times

SHOWCASING NOAA'S MANAGING DIVERSITY STRATEGY

JANUARY 2005

NOAA DIVERSITY COMMITTEE

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 Michelle Crockett
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 Melanie Fields-Jones
 Janice Freeman-Hall
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 Gary Petrae
 Glenda Powell
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 Janell Richardson
 Zane Schauer
 Steve Smith
 James Su
 George White
 Ed Young
 Bill Zahner

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DIVERSITY HOME PAGE

<http://www.rdc.noaa.gov/~diversity>

ONLINE VIRTUAL CONFERENCE PLATFORM

<http://noaadiversity.gjhost.com>

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 Silver Spring, MD 20910

NOAA Recognizes Outgoing Diversity Committee Members/Welcomes Successors

The NOAA Diversity Committee held a recognition ceremony to honor 14 outgoing committee members during a meeting held October 6 at Silver Spring. John Jones, Chair, NOAA Diversity Committee, presented certificates of appreciation to the following outgoing committee members for their roles in effecting NOAA's managing diversity initiative.

- Richard Jackson
NWS, Honolulu, HI
- Lamont Jackson
NOAA Budget Office, Washington, DC
- Roy Miller, NWS
NWS, Mount Holly, NJ
- Bernard Cody
NOAA Office of General Counsel,
Silver Spring, MD
- Barbara Brenkworth
NWS, Silver Spring, MD
- Cheryl Malone
NOS, Silver Spring, MD
- Lolly Shapero, NOS, Silver Spring, MD
- John Wright, NWSFO, Blacksburg, VA
- Julian Wang, OAR, Eastern Administrative Support Center
- Brian Maher, NWS, Miami, FL
- Teresa Havel, NWS, Norman, OK
- Robert Taylor, NMAO, Silver Spring, MD
- Jamie Hawkins, NOS, Silver Spring, MD
- Toni Hollingsworth, NOS, Silver Spring, MD



"This is an opportunity to sent a new direction...I want to set a path for action."

Mr. Jones also expressed gratitude to various field participants who joined the recognition ceremony via conference call. In addition to praising the contributions of outgoing committee members, Mr. Jones expressed optimism for the future: "This is an opportunity to set a new direction. Monthly meetings only go so far. I want to set a path for action." *(continued on page 2)*

New Committee Members

(continued from page 1)

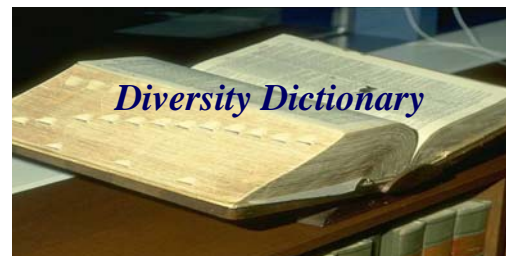
Jones also welcomed the following new members of the NOAA Diversity Committee:



- Bill Zahner
NOS, Silver Spring, MD
- Howie Friedman
OAR, Mountain Administrative Support Center
- Sarah McLaughlin
NMFS, Eastern Administrative Support Center
- Janell Richardson
NMFS, Silver Spring, MD
- Ruth Aiken
NWS, Eastern Administrative Support Center
- Ed Young
NWS, Western Administrative Support Center
- Jim Peaco
GCF, Silver Spring, MD
- Glenda Powell
Under Secretary's Office
Silver Spring, MD
- Kevin Chu,
NMFS, Eastern Administrative Support Center
- Daniel McGoldrick
NFA, Silver Spring, MD
- Kim Campbell
NWS, Eastern Administrative Support
- Michelle Crockett
FEW Representative
NOS, Silver Spring, MD
- Dennis Cope
NWSEO

CONGRATULATIONS!

The VISION CONTINUES ...



-OR-



***Mark Your
Calendars
for These
Events...***

-OR-



The Changing Times



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Retreat Held for NOAA Diversity Committee Members, Liaisons

The NOAA Diversity Office sponsored a retreat for members of the NOAA Diversity Committee and liaisons November 15-18 in Fairfax, VA. The purpose of the 4-day retreat was to provide an orientation for new Diversity Committee members and to enhance participants' skills in team building, group dynamics, and to discuss new diversity initiatives. This is the first time new Diversity Committee members were oriented in this venue.

After a welcoming dinner, participants were divided into diverse learning communities and participated in a variety of plenary sessions. Project teams were led by individuals eminent in their fields of expertise, including:

- Dr. Cathy Royal, a system and organizational development professional and owner of Royal Consulting Group, LLC, with specialties in diversity management, race and gender relations, appreciative inquiry, and organizational transformation.
- Prof. Pamela Palanque North, Ph.D., former staff member of Yale University Division of Training and Consultation, with over 20 years experience

in dynamics of difference, group relations, cross-cultural communication, conflict resolution and organizational change.

- Hal Jones, Vice President and COO of Thomas Consulting, with over 15 years experience in human resources management, change management, operations improvement, and diversity management
- Alexandra K. Stewart, principal and senior consultant, Pancultural Associates, with over 25 years experience in design, delivery, and evaluation of training and experiential education programs and workshops
- Barbara Sullivan Brewer, Ed.D., President, People Sense Consulting and Counseling Group, recipient of Lifetime Achievement Award Against Sexual Assault, inductee into North Texas Women's Hall of Fame featured on various television documentaries on family violence, and produces a monthly column for *GUIDE* magazine
- Jack Gant, Ph.D., President, Gant Associates, Inc., specializing in

organization and leadership development, conflict resolution, and team building, and

- Michael Brazzel, Ph.D., organizational development and diversity consultant, Co-editor and writer of over 40 articles

Topics discussed included:

Strategic Diversity Management, which presented both the U.S. and global perspectives business cases for managing diversity, including the aging population, worldwide demographics changes, a description of the strategic diversity management process, NOAA's present accomplishments and future plans for diversity, and various deployment variations.

Understanding Difference and Teambuilding Using Meyers-Briggs Type Indicator (MBTI), describing how various personalities, as pinpointed by the MBTI instrument, can use this information to enhance their interactions with others, respect their differences, and enrich the work environment..

Dominant and Subordinate Groups, how societal norms

(continued on page 4)

Retreat (continued from page 3)

Dominant and Subordinate Groups, how societal norms and corporate systems accord privilege to certain groups and result in the subjugation of others, creating imbalance and flagrant misconceptions about them.

Exploring Ism's, Racism, sexism, heterosexism, classism, ageism, ableism, nationalism. All these, and others, create impediments to our valuing each other, respecting our differences, and creates a culture of privilege. Various forms of oppression and how people make assumptions about what is "normal."

The APTER Change Agent Profile
Retreat participants learned about this profile, and how results can affect their perceptions of those around them.

Discussion of Future Initiatives
Four key imperatives were identified to ensure NOAA's progress toward realizing its managing diversity strategy—leaders modeling the way; continuous recalibration of diversity strategy into action; appropriating funds/resources for a strengthened infrastructure that ensures accountability in each business group; and continued education, training and communication. NOAA's 2005 roadmap features strategic diversity management (accountability), ensuring representation (attracting talent), understanding differences (inclusion), and managing workforce diversity/accessing talent (develop and retain its workforce).



The Critic's Corner

**Managing Workforce Diversity:
OPM/SkillSoft Online Training**

OPM's latest online training offering, "Managing Workforce Diversity," is a welcome addition to the Managing Diversity repertoire. While this thought-provoking course, developed by SkillSoft, does not always draw the distinction between EEO and diversity (the first section features the affirmative action cycle; a later section requires students to calculate percentages of diverse groups as a measure of success for achieving diversity), the course correctly emphasizes that many diversity issues arise *after* employees are hired, and should not be confused with corporate compliance with EEO laws designed to prohibit workplace discrimination.

This course presents a compelling narrative about how U.S. companies have traditionally addressed diversity issues—by expecting employee assimilation into existing workforce culture and by implementing affirmative action initiatives. Diversity elements emphasize "those important human characteristics that impact individual values, opportunities and perceptions of self and others." The course features a discussion of core and secondary dimensions of self and their respective effects in the workplace. It concludes that companies that capitalize on diversity increase employee morale where all workers feel valued, find that different employees have creative ways of solving problems, and usually find ways to operate more efficiently.

Many diversity courses feature strong business cases for ensuring workplace diversity (increase in service jobs, age of workforce, more minority/female representation, greater ability to segment diverse global markets). This course goes beyond the "traditional" business case by establishing the benefits for establishing diversity policy, describing variable affecting diversity adoption, outlining suggestions for starting a corporate diversity program, selecting corporate teams that value diversity, and explaining reasons why corporate diversity programs fail—all presented in a truly exceptional manner. Students are given numerous opportunities, by case studies and testing, to reinforce valuable principles learned in this course. I highly recommend this course, not only to develop personal competency, but to generate dialogue among those who truly value the diversity vision and wish to put that vision into action.

- Maria Krug